

What is claimed is:

1. A computerized method of recommending industries for a job seeker's job search, the method comprising:

5 in a first digital computer process, receiving input from a user, over a communications network, related to the job seeker's present job function and industry;

10 in a second digital computer process, using the job function input to access an industry correlation data structure, stored on a digital storage medium, that correlates, for the job function, a first industry with a set of second industries with respect to which a job function capability of the job function is potentially transferable;

15 in a third digital computer process, determining a set of recommended industries for the job seeker's job search by consulting the industry correlation data structure using the industry input; and in a fourth digital computer process, communicating an identification of the set of recommended industries to the user over the communications network.

2. A computerized method of recommending industries in which an employer may find a population of potential employees, the method comprising:

20 in a first digital computer process, receiving input from a user, over a communications network, related to the employer's industry and to a job function of interest to the employer;

25 in a second digital computer process, using the job function input to access an industry correlation data structure, stored on a digital storage medium, that correlates, for the job function, a first industry with a set of second industries with respect to which a job function capability of the job function is potentially transferable;

30 in a third digital computer process, determining a set of recommended industries in which the employer may find a population of qualified potential employees by consulting the industry correlation data structure using the

industry input; and

in a fourth digital computer process, communicating an identification of the set of recommended industries to the user over the communications network.

- 5 3. A computerized method of identifying industries for potential transfer of a job function capability with respect to a first industry, the method comprising:
 - a. in a first digital computer process, identifying a job function in the first industry;
 - b. in a second digital computer process, accessing a database, stored on a
10 digital storage medium, that correlates, for the job function, the first industry with a set of second industries with respect to which the job function capability is potentially transferable; and
 - c. in a third digital computer process, using the database to identify the second industries.
- 15 4. A method according to claim 3, wherein using the database to identify the second industries comprises identifying an industry into which a job function capability of a subject is potentially transferable, out of the first industry.
- 20 5. A method according to claim 4, wherein the database quantifies degree of transferability between the first industry and each industry of the set of second industries.
6. A method according to claim 4, wherein the database is associated with a
25 communications network.
7. A method according to claim 6, wherein the database is associated with a web server on the World Wide Web.
- 30 8. A method according to claim 4, the method further comprising:

in a fourth digital computer process, identifying an enterprise, within at least one of the second industries.

9. A method according to claim 8, wherein the enterprise potentially has an employment opportunity with respect to an equivalent job function.

10. A method according to claim 4, the method further comprising:
in a fifth digital computer process, providing a user with a transferability rating for a transfer out of the first industry, into an industry of the set of second industries.

11. A method according to claim 4, the method further comprising:
in a sixth digital computer process, providing a user with an explanation of degree of transferability out of the first industry, into an industry of the set of second industries.

12. A method according to claim 4, the method further comprising:
in a seventh digital computer process, providing a user with a direct link, over a communications network, to a job posting source.

13. A method according to claim 12, wherein the job posting source is a website.

14. A method according to claim 12, wherein the link is keyed to a destination job posting source based on a user's input concerning a job seeker.

15. A method according to claim 4, wherein the method further comprises receiving input from a user over a communications network, and wherein the step of identifying a job function is performed based on such input.

16. A method according to claim 15, wherein the input is received over the

Internet.

17. A method according to claim 15, the method further comprising:

5 communicating a transferability rating to the user over a communications network, for a transfer out of the first industry, into an industry of the set of second industries.

18. A method according to claim 17, wherein the list is communicated over the Internet.

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19. A method according to claim 15, the method further comprising:

communicating an explanation of degree of transferability to the user over a communications network, for a transfer out of the first industry, into an industry of the set of second industries.

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20. A method according to claim 19, wherein the list is communicated over the Internet.

21. A method according to claim 15, the method further comprising:

20 communicating a list of the second industries to the user over a communications network.

22. A method according to claim 21, wherein the list is communicated over the Internet.

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23. A method according to claim 21, the method further comprising:

limiting the list according to preferences provided by the user.

24. A method according to claim 21, the method further comprising:

30 providing the user with further information on at least one of the second

industries over the communications network.

25. A method according to claim 21, the method comprising:
providing the user with contact information for a recruiter, over the
communications network.
26. A method according to claim 25, wherein the recruiter specializes in
recruiting for an industry of the set of second industries.
27. A method according to claim 25, wherein the recruiter specializes in
recruiting for the job function.
28. A method according to claim 21, the method further comprising:
communicating to the user, over the communications network, a list of at
least one enterprise within at least one of the second industries.
29. A method according to claim 28, wherein the at least one enterprise
potentially has an employment opportunity with respect to an equivalent job
function.
30. A method according to claim 29, the method further comprising:
providing the user with further information on an enterprise from the list of
at least one enterprise, over the communications network.
31. A method according to claim 29, the method further comprising:
providing the user with information on an employment contact at an
enterprise from the list of at least one enterprise, over the communications
network.
32. A method according to claim 29, wherein the list of at least one enterprise is

communicated over the Internet.

- 5 33. A method according to claim 29, wherein the list of at least one enterprise is restricted based upon size of company with which a job seeker has experience.
- 10 34. A method according to claim 3, wherein using the database to identify the second industries comprises identifying an industry out of which a job function capability is potentially transferable, into the first industry.
- 15 35. A method according to claim 34, the method further comprising:
in an eighth digital computer process, providing a user with a transferability rating for a transfer into the first industry, out of an industry of the set of second industries.
- 20 36. A method according to claim 34, the method further comprising:
in a ninth digital computer process, providing a user with an explanation of degree of transferability into the first industry, out of an industry of the set of second industries.
- 25 37. A method according to claim 34, wherein the database quantifies degree of transferability between the first industry and each industry of the set of second industries.
- 30 38. A method according to claim 34, wherein the database is associated with a communications network.
39. A method according to claim 38, wherein the database is associated with a web server on the World Wide Web.

40. A method according to claim 34, the method further comprising:
in a tenth digital computer process, providing the user with a direct link,
over a communications network, to a resume posting source.

5 41. A method according to claim 40, wherein the resume posting source is a
website.

42. A method according to claim 40, wherein the link is keyed to a destination
resume posting source based on a user's input concerning a position to be filled.

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43. A method according to claim 34, the method further comprising:
in an eleventh digital computer process, identifying an enterprise within at
least one of the second industries.

15 44. A method according to claim 43, the method further comprising:
in a twelfth digital computer process, providing the user with information
on an employment contact at the enterprise.

45. A method according to claim 34, wherein the method further comprises
20 receiving input from a user over a communications network, and wherein
identifying a job function is performed based on such input.

46. A method according to claim 45, wherein the input is received over the
Internet.

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47. A method according to claim 45, the method further comprising:
communicating a transferability rating to the user over a communications
network, for a transfer into the first industry, out of an industry of the set of
second industries.

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48. A method according to claim 47, wherein the list is communicated over the Internet.
49. A method according to claim 45, the method further comprising:
5 communicating an explanation of degree of transferability to the user over a communications network, for a transfer into the first industry, out of an industry of the set of second industries.
50. A method according to claim 49, wherein the list is communicated over the
10 Internet.
51. A method according to claim 45, the method further comprising:
communicating a list of the second industries to the user over a communications network.
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52. A method according to claim 51, wherein the list is communicated over the Internet.
53. A method according to claim 51, the method further comprising:
20 limiting the list according to preferences provided by the user.
54. A method according to claim 53, wherein the preferences include a desired skill set.
- 25 55. A method according to claim 51, the method further comprising:
providing the user with further information on at least one of the second industries over the communications network.
56. A method according to claim 51, the method comprising:
30 providing the user with contact information for a recruiter, over the

communications network.

57. A method according to claim 56, wherein the recruiter specializes in recruiting for an industry of the set of second industries.

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58. A method according to claim 56, wherein the recruiter specializes in recruiting for the job function.

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59. A method according to claim 51, the method further comprising:
communicating to the user, over the communications network, a list of at least one enterprise within at least one of the second industries.

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60. A method according to claim 59, the method further comprising:
providing the user with information on an employment contact at an enterprise from the list of at least one enterprise, over the communications network.

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61. A method according to claim 59, the method comprising:
providing the user with further information on an enterprise from the list of at least one enterprise, over the communications network.

62. A method according to claim 59, wherein the list of at least one enterprise is communicated over the Internet.

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63. A method for maintaining a database on a digital storage medium, for use in identifying employment options, the method comprising:

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providing a database on a digital storage medium, for a job function in a first industry, that correlates the first industry with a set of second industries with respect to which a job function capability of the job function is potentially transferable; and

in a digital computer process, updating the database's correlation of industries based upon feedback information provided by users who have used industry correlation information from the database.

5 64. A method according to claim 63, wherein updating the database's correlation is performed using a preference analysis technique.

65. A method according to claim 64, wherein updating the database's correlation is performed using collaborative filtering.

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66. A method according to claim 64, wherein updating the database's correlation is performed using a preference matrix.

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67. A method according to claim 66, wherein rows and columns of the preference matrix correspond to rows and columns in an industry transferability data structure.

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68. A method of recommending industries for a job seeker's job search, the method comprising:

in a first digital computer process, receiving input from a user, over a communications network, related to the job seeker's educational background;

in a second digital computer process, determining a set of recommended industries for the job seeker's job search by consulting a data structure correlating educational background with a set of industries, using the educational

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background input; and

in a third digital computer process, communicating an identification of the set of recommended industries to the user over the communications network.

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69. A method according to claim 68, wherein the educational background input comprises a major subject area of study.

70. A method according to claim 68, wherein the educational background input comprises a class taken by the job seeker.

5 71. A method according to claim 68, wherein the educational background input comprises a degree obtained by the job seeker.

72. A method according to claim 71, wherein the educational background input comprises a certification obtained by the job seeker.

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73. A method according to claim 68, further comprising:
consulting a plurality of data structures, each data structure correlating,
for a given job function, educational background with a set of industries.

15 74. A method of recommending educational backgrounds from which an employer may find a population of potential employees, the method comprising:
in a first digital computer process, receiving input from a user, over a communications network, related to the employer's industry and to a job function of interest to the employer;

20 in a second digital computer process, determining a set of educational backgrounds from which the employer may find a population of qualified potential employees, by accessing a data structure correlating the employer's industry with a set of educational backgrounds using the job function and industry input; and

25 in a third digital computer process, communicating an identification of the set of educational backgrounds to the user over the communications network.

75. A method according to claim 74, wherein the set of educational backgrounds comprises a set of major subject areas of study.

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76. A method according to claim 74, wherein the set of educational backgrounds comprises a set of classes taken.

77. A method according to claim 74, wherein the set of educational
5 backgrounds comprises a set of degrees obtained.

78. A method according to claim 74, wherein the set of educational backgrounds comprises a set of certifications obtained.

10 79. A method according to claim 74, the method further comprising:
in a fourth digital computer process, providing to the user a list of
educational institutions providing educational backgrounds from the set of
educational backgrounds.

15 80. A method of identifying industries for potential transfer of a job function
capability with respect to a first industry, the method comprising:
a. in a first digital computer process, identifying a job function in the first
industry; and
b. in a second digital computer process, using a symbolic representation
20 of a job transfer between the first industry and a second industry, of a set of
second industries with respect to which the job function capability is potentially
transferable, to access a database on a digital storage medium that correlates, for
the job function, the first industry with the set of second industries.

25 81. A method according to claim 80, wherein the symbolic representation
comprises a job function symbol.

82. A method according to claim 80, wherein the symbolic representation
comprises an industry symbol.

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83. A method according to claim 80, wherein the symbolic representation comprises a transfer operator.
84. A method according to claim 80, wherein using the symbolic representation comprises accessing a transferability rating for a transfer between the first industry and the second industry.
85. A method according to claim 80, wherein using the symbolic representation comprises accessing text of an explanation of degree of transferability for a transfer between the first industry and the second industry.
86. A method according to claim 80, further comprising:
using the symbolic representation as an input language for a query to the database.
87. A method according to claim 80, further comprising:
automatically generating the symbolic representation based upon input provided by a user.
88. A method of identifying industries for potential transfer of a job function capability with respect to a first industry, the method comprising:
- in a first digital computer process, identifying a job function in the first industry; and
 - in a second digital computer process, using a symbolic representation that categorizes a subject of a user's job transferability query to access a database, on a digital storage medium, that correlates, for the job function, the first industry with a set of second industries with respect to which the job function capability is potentially transferable.
89. A method according to claim 88, wherein the subject is a job seeker.

90. A method according to claim 89, wherein the symbolic representation comprises a job function symbol and an industry symbol.
- 5 91. A method according to claim 89, wherein the symbolic representation comprises a symbol chosen from the group consisting of: an educational background symbol, a geographical location symbol, a company size symbol, and a hierarchical position symbol.
- 10 92. A method according to claim 89, wherein the symbolic representation comprises a symbol representing the subject's preferences.
93. A method according to claim 88, wherein the subject is the target population of an employer's search for potential employees.
- 15 94. A method according to claim 93, wherein the symbolic representation comprises a job function symbol and an industry symbol.
95. A method according to claim 93, wherein the symbolic representation
- 20 comprises a symbol chosen from the group consisting of: an educational background symbol, a geographical location symbol, a company size symbol, and a hierarchical position symbol.
96. A method according to claim 93, wherein the symbolic representation
- 25 comprises a symbol representing the subject's preferences.
97. A method according to claim 88, wherein the subject is represented using symbols representing experience in more than one industry.
- 30 98. A method according to claim 88, wherein using the symbolic

representation comprises accessing a row of transferability ratings from a transferability matrix.

99. A method according to claim 88, wherein using the symbolic
5 representation comprises accessing text of explanations of degree of transferability corresponding to a row of a transferability matrix.

100. A method according to claim 88, further comprising:
10 using the symbolic representation as an input language for a query to the database.

101. A method according to claim 88, further comprising:
15 automatically generating the symbolic representation based upon input provided by a user.

102. A method according to claim 88, wherein the symbolic representation is
also used as an element in symbolically representing a job transfer between the first industry and the second industry.

20 103. A method of recommending industries in which an employer may find a population of potential employees, the method comprising:
in a first digital computer process, receiving input from a user, over a communications network, related to a desired skill set of interest to the employer;
in a second digital computer process, using the desired skill set input to
25 access a data structure that correlates skill sets with industries;
in a third digital computer process, determining a set of recommended industries in which the employer may find a population of qualified potential employees by consulting the correlating data structure using the desired skill set input; and
30 in a fourth digital computer process, communicating an identification of

the set of recommended industries to the user over the communications network.

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